

Region 7, Regional Workforce Board, Inc. Workforce Investment Plan

PY2006 and PY2007



Issued December 2006



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

This page is to be left blank.



Region 7, Regional Workforce Board, Inc. Local Plan – PY2006 and PY2007

December 2006

Introduction

Indiana Economic Growth Region 7 consists of Clay, Parke, Putnam, Sullivan, Vermillion, and Vigo counties. Community leaders throughout the region are committed to achieving Governor Daniel's vision of meeting the national average per capita income and average annual wages by 2020. Given the fact that Region 7 currently has the lowest per capita personal income and average annual wages of any region in the state, we face the greatest challenges in reaching this goal, but feel confident that it will be achieved. In fact, over past eighteen months, when there has been growing uncertainty about the national economy, there is widespread agreement that things have seldom looked better for the Wabash Valley.

Over the past eighteen months, Region 7 has had an announcement that Pfizer's Terre Haute facility has been selected to manufacture "Exubera," the first inhalable form of insulin, that Aisin Brake and Chassis will invest 35 million dollars to expand their production facility in the Vigo County Industrial Park, that Staples will expand its Vigo County distribution center by 273,000 square feet, that ThyssenKrupp Presta's steering division will add a second production line to its Terre Haute facility at a cost of 5.5 million dollars, that the Speedco Truck Lubes Corporation will expand its headquarters in Vermillion County, and that the Clabber Girl Corporation will make a multi-million dollar expansion to its production facilities in downtown Terre Haute. In April of 2005, Sony DADC announced a \$55 million dollar expansion of its Terre Haute facility to add Universal Media Disc capacity. Then in December of 2005, Sony DADC announced that it will invest 81 million dollars in a new plant and equipment to support the introduction of "Blu-ray," Sony DADC's next generation of technology.

New companies are also moving into the region. These companies include; CertainTeed, a producer of fiber cement product; Boral Bricks, Inc., producing a variety of brick sizes and colors; Lenox Steel; Black Dog Ranch Roofing; and Unifix USA, producers of cement backer board. There has also been a lot of movement in the mining industry recently in Sullivan County, and continued expansion of in the machine-shop industries in Clay County. The establishment of ethanol plants has been announced in Putnam, Vermillion, Sullivan, and Vigo counties. And, a number of medical facilities throughout the region have announced expansions of their current facilities and services.

These new investments and expansions represent hundreds of high wage, high skill and high demand jobs. It is critical that the region have in place an effective and responsive regional workforce development system to support innovation, service and productivity. In the words of Michael Mitchell, Vice President and General Manager of Sony DADC, "All of the world's technology, machinery, infrastructure, and logistics are meaningless without the people who conceive, design, operate, maintain, and improve them."

The strategies which the Region 7 Regional Workforce Board has established to ensure optimum delivery of a demand-driven regional workforce development system throughout Western Indiana are multifaceted. Some of these strategies include support of regional networks and clusters, capacity building, and promotion of skill development.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

The Wabash Valley Advanced Manufacturing Cluster was established in 2003, and its membership consists of twenty-six participating firms throughout the six counties of Economic Growth Region 7 and Clark and Edgar counties in Illinois. The Wabash Valley Advanced Manufacturing Cluster is committed to workforce development and works closely with the Regional Workforce Board and Regional Operator. The cluster gives businesses in Region 7 a distinct advantage over more isolated competitors. The Wabash Valley Advanced Manufacturing Cluster provides a collective vision and planning, inter-firm collaboration and networking, increased opportunity for technology transfers, productivity, and innovation to leverage the speed of change for economic benefit in existing and emerging industries, access to more suppliers, and customized support services, such as demand-driven skill enhancement programs. The Region 7 Regional Workforce Board is committed to supporting the current cluster and expanding such clusters and networks throughout the region over the course of this two year plan. It is the expectation of the RWB that the collaboration, entrepreneurial spirit, and tacit knowledge generated by these regional networks will continue to attract new investment and workers to Western Indiana.

The Skills One Certification Program of Region 7 was recognized by the Indiana State Chamber of Commerce in 2005 as a “best practice” for addressing the state’s basic skills deficits, as outlined in the report “A Demand-Side Strategy to Meet Indiana’s Workforce Basic Skills Challenges.” Skills One is a customized certification program developed by Ivy Tech Community College to address those skills necessary to succeed in an entry-level manufacturing position. The program was developed in partnership with the Wabash Valley Advanced Manufacturing Cluster, in response to an overwhelming need throughout the region for entry-level operators. There have been several other innovative programs created since Skills One to provide regional workers with globally competitive skills, and the Region 7 Regional Workforce Board is committed to continued capacity building in order to effectively meet the needs of business.

Region 7 was the first area of the state to charter a WorkOne express site in an area high school. Since that time, the network of WorkOne Express sites serving the existing, engaged, and emerging workforce of the region has expanded, along with efforts to engage community and faith based organizations in the WorkOne network of workforce support and resource sharing. Through this extensive regional network, the Regional Workforce Board plans to implement and support workforce development activities and initiatives set forth in the “Accelerating Growth.” Actions include developing effective pathways to education and skills, aligning education and economic development strategies, and locally launching the “Hoosier Comeback” program. The Region 7 Regional Workforce Board will strive to create an economic environment that fosters innovation and knowledge creation.

The members of the Region 7 Regional Workforce Board appreciate the direction, support and flexibility they receive from Governor Daniels and Commissioner Penca. Together we will establish a world class regional workforce in Western Indiana, ready and eager to join the rest of the state, as together we move Indiana into the forefront of the global economy.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Section 1 – Mission Statement and Strategic Plans

Mission Statement

To create a world class regional system of workforce delivery, which effectively meets the workforce needs of business and provides a quality of life which attracts innovative businesses and talented people.

Vision Statement

To make a positive, fair, ethical and equitable contribution to the communities served, through the coordination and delivery of workforce development activities which enhance worker knowledge, elevate skill levels, and provide a sense of personal achievement.

GOALS:

1. Upgrade the skills of local Hoosier workers in high growth, high skill, and high demand occupations. The long term goal is that the per capita income and average wages of the workers in Region 7 exceed the national average rates for each of these measures by 2020. The short term goal is that the average wage of WIA adult exiters will increase between 5 – 10% from its current base by the end of Program Year '07.

OBJECTIVES:

Continually maintain reports to the community concerning the high growth, high skill, and high demand occupations of the region.

Advocate and promote the principles of lifelong learning and the value of education.

Ensure that students and incumbent workers have access to training opportunities.
(post-secondary institutions, learning centers)

Promote the value of investment in worker training to area business leaders.
(Measure return on investment if possible.)

Support the development of demand-driven training programs, such as Skills 1.

Benchmark local activities with other communities throughout the nation.

Support secondary and post-secondary schools in their enrollment of students in the region's high growth, high skill, high wage occupations.

Assist colleges and universities in their quest to find local students to fill specialized training programs. (i.e. The new I.U. School of Medicine Family Practice Physician program located in Terre Haute.)



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Continually monitor the pipeline of the emerging workforce of the region.

2. Address the employers' critical workforce needs

OBJECTIVES:

Continually monitor what employers are saying they need from the workforce development system, as well as immediate, company-specific workforce needs.

Build a business-focused system that employers seek out, support, and advocate among their peers.

Work with relevant partners to address the identified needs of business and develop an effective strategy.

Once a strategy is agreed upon by business and implemented, continually monitor said strategy and evaluate such actions on a regular basis to achieve continuous improvement.

3. Increase community awareness of workforce and career development opportunities in high skill, high demand, and high wage occupations.

OBJECTIVES:

Implement the 'Partnership Connection.'

Work closely with high growth companies to understand their needs for workforce solutions to support continued growth.

As gaps are identified, support the development of credit and credentialing program at post-secondary institutions to strengthen worker mobility and employer confidence.

4. Coordinate efforts to address high school dropout rates.

OBJECTIVES:

Service provider will coordinate with programs and activities that identify potential or current dropouts for participation in the WIA youth program.

Service provider will establish recruitment practices that support youth participation. (School officials, courts (child support) and probation officers)

Service provider will partner with area schools to develop training programs specific to the needs of dropouts.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Regional Operator will report on progress in this area on a quarterly basis.

5. Implement the regional WIA programs in a successful manner and maintain a quality WorkOne system.

OBJECTIVES:

Monitor WIA program performance and provide technical assistance as needed.

Provide functional authority over the regional WorkOne system.

Focus on a “business center” WorkOne site for the region.

6. Grow the public-private partnerships which exist in the region to ensure coordination, innovation, and effective use of local resources.

OBJECTIVES:

Provide a framework for leaders to share ideas, review best practices and develop innovative strategies for regional development.

Continue to serve as a neutral convener and cluster advocate, providing research and data, identifying new opportunities and threats, and working to foster start-ups and innovation.

Establish at least one new regional cluster in either healthcare or biotechnology and life sciences.

Finances

- **What are your primary funding streams including sources with dollar amounts?**

Program year 2006 funding is mainly derived from Department of Labor dollars made available through the Indiana Department of Workforce Development. Funding available to the Board for the program year includes:

- WIA Adult, Dislocated Worker and Youth - \$2,758,633.00
- SSI - \$691,234.00 (maximum allowed – 80% cost reimbursement)
- Disability Navigator Grant - \$35,832.00
- Workforce Services Funding - \$280,000.00
- Parke County Learning Center - \$53,500.00
- Rapid Response - \$275,000.00



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

The Board has received funding for workforce development activities through the Indiana Rural Development Council and the Fabricators and Manufacturing Association Foundation in the past. Staff will continue to aggressively pursue such funding streams.

- **What are your financial obligations for each of the two program years?
Estimates for funding and obligations should be used for PY2007.**

	PY 06	PY 07
WIA services	2,096,570	2,100,000
SSI services	264,854	288,568
Navigator	22,166	7,388
Parke Learning Center	53,500	0
Rapid Response	232,650	0

- **What percent of your WIA funding is used for administration in contrast to program, for overhead¹ in contrast to service delivery, and for tier of services (core, intensive & training)?**

Administration costs of the WIA program never exceed the allowed ten percent. Since administrative costs can be used for program services, the ten percent margin can be re-allocated to program costs as needed. In the past, administrative costs have averaged about nine percent annually, allowing 91% to go to program. Overhead costs at the service provider level are about 9.5%.

Service level budgets are based on historical data, and are of course always subject to change as service needs fluctuate. Presently, we are budgeting 25% to core services, 50% to intensive services, and 25% to training services.

- **What actions are being taken to reduce administration and overhead costs and to increase funding spent on training?**

The Board is mindful of the need to provide as many services as possible to employers and employees with the funding that is available. With this in mind, the number of employees at the Regional Operator level is kept to the minimum number needed to ensure optimum performance and fiscal services have been contracted. One cost saving measure that has been implemented is the WorkOne express sites in the region that are made available at no direct cost to the board through mutually beneficial arrangements. Efforts will be made to continue to expand the WorkOne system through these types of arrangements. We are also a participant in the statewide SHARE network plan that will

¹ Overhead includes all costs that are not services delivery which is strictly limited to direct service costs for clients such as training, workshops, supportive services, etc. and front line staff costs including front line supervisor costs.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

bring services to individuals through community and faith-based organizations, again with no additional WIA costs.

Partnerships with local secondary and post-secondary institutions allow close monitoring of regional training needs and gaps. The local SSI initiative addresses some of these gaps. The cost of training is negotiated with local service providers to ensure a good return on available training dollars.

- **Describe the competitive process used to award grants and contracts for activities carried out under WIA.**

When appropriate, a Request for Proposal is issued and advertised in regional newspapers and provided to entities that have requested to be on a bidders' list. The Board reviews all proposals and a selection is made based on the criteria detailed in the request. The Board always reserves the right to reject all bids and begin the process anew, and negotiate more favorable terms with selected provider or agency.

Strategic Service Delivery

- **How is the RWB addressing the needs for service delivery in a cost effective manner?**

The RWB encourages and supports the full involvement of functional teams by the Regional Operator. These teams will work to identify cost cutting strategies that enhance service delivery. This may include cross training of WorkOne staff, elimination of duplication of services, and assessment of facility costs to determine if each location is efficient and convenient or could be made more so. The Board will make every effort to ensure that physical locations are the best value for the customers and the Board. The Board continues to be good stewards of the available funds by ensuring that the staffing patterns of the Regional Operator and at the service delivery level are such that premier customer service can continue to be delivered in a cost effective, efficient manner.

- **With the reduction of unemployment insurance staff in the WorkOne centers and the upcoming focus on self-service systems for both labor exchange and unemployment insurance, how does the RWB propose to adjust their service delivery strategy to meet the needs of the EGR in a cost-effective manner?**

The functional team approach will allow efficient monitoring of services in the WorkOne. The team will quickly be able to respond to increased demand in service needs by focusing on cross training of employees. The Board also supports local involvement in the Share Network program and encourages the implementation of community access points that will support the programs of the WorkOne and serve as a referral source. The Board will continue to encourage the involvement of local schools,



Region 7, Regional Workforce Board, Inc.

Local Plan – PY2006 and PY2007

December 2006

libraries, housing agencies, mental health agencies, and others as support and referral sources for the WorkOne. The Board will make every effort to provide support and information to these agencies as their customers are very often the same as the WorkOne customers.

- **Has a strategy been developed to identify strategic partners for collocation and collaboration in the WorkOne? If so, describe the strategy.**

The Board has in the past and will in the future continue to support conferences and training opportunities for community service providers that support WorkOne activities. Community service providers include housing agencies, mental health agencies, community learning centers, career education teachers, high school counselors, career centers, post secondary career centers and libraries. Economic Growth Region 7 was the first region in the state to certify WorkOne Express sites in high schools in order to more effectively reach the emerging workforce. The region has a long history of cooperation with local businesses, labor, and education. The Board will continue to support involvement with the Wabash Valley Advanced Manufacturing Cluster and the Wabash Valley Education Alliance. Both are strong partners in support of WorkOne Activities.

- **Who are those partners?**

An abbreviated list of important partners would include, but certainly is not limited to:

Wabash Valley Manufacturing Cluster	Ivy Tech Community College
Wabash Valley Education Alliance	Indiana State University
Area School Corporations	Rose-Hulman Institute of Technology
WICAA	St. Mary-of-the Woods College
Hamilton Center	Parke County Learning Center
LEAPP Center	Sullivan County Learning Center
Area 30 Career Center	Spectrum Industries
Chances for Youth	Public Libraries
Terre Haute EDC	Vermillion County EDC
Parke County EDC	Indiana Economic Development Corp.
Terre Haute Housing Authority	Brazil Housing Authority

- **What is the service integration strategy for increasing the integration of all WorkOne services within the restrictions that are set forth by federal and state law/policy?**

Ongoing education and training opportunities for staff and partners will continue to play a major role in the service integration strategy of the Board. The functional team approach will enable us to quickly identify training needs and skill gaps at the customer service level at the WorkOne. It is critical that front line customer service agents have input into the delivery of services. Their participation as team members will provide not



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

only valuable information, but make them stakeholders in the process and outcomes as the plans are implemented.

- **How does this include the use of systems such as TrackOne and other tools that enhance the ability to integrate service delivery?**

Early in its implementation, the Board endorsed the exclusive use of TrackOne. All Workforce Investment Act (WIA) and Trade Adjustment Act (TAA) staff persons have participated in the extensive training opportunities offered for the state mandated TrackOne system. As Wagner Peyser and Veteran's Representatives staff functions are integrated into the system that training will be made available to WIA and TAA staff to ensure a seamless integration. All WorkOne staff is updated on system changes such as the UPLINK system and the debit card system. Also, all WorkOne staff will participate in the Navigator Disability Training Program being offered by the Board.

- **How is the RWB integrating the Strategic Skills Initiative (SSI) into WIA service delivery and operations? How will the RWB continue the SSI without the additional SSI funding?**

Maintenance training and youth programs focusing on manufacturing are being offered through the WIA service provider. These will be continued through WIA services in the future. The soft skills training program is a pilot program that is intended to be marketed to business as a valuable and worthwhile tool to help them reduce turnover, absenteeism, and tardiness. The business members of the Wabash Valley Advanced Manufacturing Cluster have already embraced the Skills One Program and are working with the RO and Ivy Tech Community College to enhance this program and build upon it by creating a Skills Two Program that will be used as a precursor to the Manufacturing Skills Standards Council (MSSC) certification. As these programs become better known and valuable to employers, they can be marketed to employers and potential employees. The Board strongly believes in the value of Work Keys testing at the high school level and will seek funding to continue this initiative beyond the SSI time frame.

- **What strategies are being developed to support the three Pro Talent objectives described in "Accelerating Growth - Indiana's Strategic Economic Development Plan?"**

1. *Existing Workforce: Increase Hoosiers skill attainment to globally competitive levels by creating the opportunity for each Hoosier worker to move at least one step up the talent scale, ranging from basic literacy to strategic skills, through demand-driven mechanisms.*

Support and promote Ivy Tech's Skills One, Skills Two, MSSC and similar certification programs.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Create and implement a regional career awareness campaign, based on local job opportunities, educational opportunities, career paths and lattices, and local businesses.

Support and promote Work Keys, adult education, and lifelong learning.

Facilitate discussions between the RO, WVEA, Chambers of Commerce, and economic development organizations to ensure local training and consulting needs are being met. Also, provide Chambers and economic development organizations with current workforce skill level information and availability for business attraction purposes.

Increase the awareness of training grant opportunities to local businesses.

Create and implement the “You can get here from there” awareness campaign.

2. *Emerging Workforce: Build effective pathways for young Hoosiers to workforce competitiveness and sustainable employment.*

Create and implement Partnership for Progress regional Clearinghouse.
(Connecting business to opportunities in local schools and schools to business, “Gerry Dick”-type electronic newsletters, continual LMI analytical data and analysis, business profiles, school workforce development stories)

Promote student Work Keys assessments and relate student scores to local high skill, high demand and high wage job profiles.

Support the work of the regional Youth Advisory Board.

Staff will continue to serve on the governing and advisory boards of local schools, and other education-related organization.

Seek funding to implement and/or support student workforce activities related to science, technology, engineering, and math (STEM) and, increase business awareness of such activities.

Seek funding to implement additional “Manufacturing Camps” – based on the pilot program held at Indiana State University College of Technology the summer of 2006.

Create and implement local career awareness campaigns, including footage highlighting local high skill, high demand, and high wage jobs to run on high school TV stations.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Work to increase the number of internships, work experience opportunities for students with local employers.

Target WIA Youth funding toward initiatives aimed at reducing regional high school dropout rates.

3. *Engaged Workforce: Help Hoosier communities and employers attract, engage and retain globally competitive talent from all sources, national and international.*

Highlight community business leader quotes to the regional website:
“My feelings on the local workforce/ workforce support system.”

Support Indiana State University and other local colleges and universities in their efforts to bring graduates back to Western Indiana.

Support regional efforts promoting nondiscrimination and tolerance.

Support regional efforts promoting the many amenities of our local communities and the region.

▪ **What is the RWB’s continuous improvement strategy?**

The RWB is committed to the integration of quality standards in the development of services and programs to be delivered. The RWB borrows heavily from the precepts embraced within the Malcolm Baldrige National Quality Award criteria. These criteria are built on a set of core values and concepts that represent a foundation for integrating key business requirements within a results-oriented framework. These include the establishment of the following systems and programs:

- Customer feedback will be solicited from all utilizing the system.
- Development of a customer satisfaction plan.
- Procedures will be created to benchmark performance.
- Training and development opportunities will be sought out and encouraged.
- Partners and agencies active in the system will be requested to make an active commitment to the concept of continuous improvement.
- Trends in program operations will be monitored to provide regular and continuous feedback to providers of service.
- Reports and feedback from DWD Monitors and independent auditors will be used as guides and learning opportunities.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

-
- **How is continuous improvement being used to address quality staffing, service delivery integration and improved performance?**

The RWB will focus on continuous improvement by ensuring that staff is provided and take advantage of a variety of training opportunities both on and off site. A major theme in the training will be the “blurring of lines” among the partners and the provision of services. A strong effort will be made to present a seamless delivery system. Achievement of required performance levels will be expected and ongoing monitoring and feedback will aid service providers in reaching this goal. All efforts will focus on the goal of providing premier customer service that is responsive to the ever-changing needs of employers and employees. The RWB has already established strong linkages with area business, education, labor and economic development representatives. The area service provider also has ongoing long-standing partnerships with these entities. This allows efficient and ample feedback to determine areas of improvement and growth.

WorkOne Marketing

- **How is the RWB promoting the WorkOne system?**

Region 7 RWB members serve as strong advocates for the WorkOne system. As key figures in the region, they promote the system when interacting with other employers, elected officials and when serving as members of other organizations and committees. They have actively encouraged upgrades to the region’s WorkOne website, in order to provide increased information for employers, workers and educators concerning the WorkOne system.

- **What marketing strategy exists, not only to promote the WorkOne system, but also to increase communication between all parties including elected officials, RWB members, partners, employers, and the public?**

The annual Wabash Valley WorkOne Job Fair has become a major marketing effort for promoting the WorkOne system. The event draws nearly 100 employers and more than 2,000 job seekers and receives considerable media attention, including television and print media. The advertising for the fair covers a two week period prior to the event which adds greatly to WorkOne marketing efforts. The job fair connects job seekers with employers but it also brings about considerable collaboration between a variety of mandatory and voluntary WorkOne partners.

A recent WorkOne Conference brought together WorkOne partners and other interested groups to outline the numerous services available within the system. Area mental health agencies, public libraries, and secondary school guidance counselors and vocational counselors were among the conference participants. Such meetings promote WorkOne services but also identify other potential partners and services willing to provide assistance to our customers. Regular workshops and seminars sponsored by WorkOne



Region 7, Regional Workforce Board, Inc. Local Plan – PY2006 and PY2007

December 2006

partners also provide detailed information to job seekers and employers while promoting the system.

WorkOne partners meet on a regular basis throughout the year to update each other on regional activities and opportunities, with in turn increases communication between agencies. The RWB Director also speaks to civic organizations such as the Optimist and Rotary concerning WorkOne activities and opportunities. And, the RWB is also in regular communication with the region's local elected officials.

- **How is the RWB's website used to promote the WorkOne system and increased communication?**

Current regional job openings are made available for customers and updated daily. An events calendar alerts customers to workshops and other special events. Regional projects and success stories are also highlighted. The website also includes links to a variety of other labor market and workforce development sites.

Over the period of this plan, the WorkOne website will be greatly enhanced, in order to become the regional communication resource for all workforce development activities, including, but not limited to: local training activities, grants – current and available, data, activities, pipeline information, and business, education, and training updates. During the course of the Strategic Skills Initiative, there was a great expression by both educators and business leaders that there needs to be such a regional system of communication in place. The consensus was that there are many good things happening, but not enough people are aware of them. With awareness will come greater participation and support.

SWOT (Strengths, Weaknesses, Opportunities and Threats) Analysis

- **What are the EGR strengths, weaknesses, opportunities and threats?**

During a September 2006 retreat, members of the Region 7, Regional Workforce Board and associated partners, completed the following SWOT analysis.

STRENGTHS: World class education institutions.
 Diverse regional economy and industrial base.
 Well developed education alliances and resources.
 Wabash Valley Advanced Manufacturing Cluster
 Strong business, education, labor, economic development reps
 serving on the Regional Workforce Board.
 Knowledgeable RWB staff.
 Attractive geographic location.
 Good transportation infrastructure
 Low cost of living/ affordable housing.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Low crime rates.
Growing collaboration among community leaders.
Great cooperation among WorkOne regional partners.
The overall population of the EGR has a good work ethic.
Attractive natural resources.

WEAKNESSES: Declining population.
The dropout issue.
Average education level of populous.
Rural nature of the region. i.e. lack of transportation.
Lack of industrial infrastructure outside of Vigo County.
Region has an image of fighting change.
Poor regional self image.
High number of children in poverty.
Graduates leaving the area.
Lack of cultural/recreational opportunities.
High unemployment rates.
Meth/drugs/lack of broadband.

OPPORTUNITIES:
Leveraging Vigo County resources into other counties.
Good internet connectivity.
More learning centers.
Build on momentum of the Wabash Valley Advanced Manufacturing Cluster.
Partnership for Progress Regional Plan.
Successful workforce development base to build from.
Department of Workforce Development funding.
Ethanol/alternative fuel opportunities.
Faith-based involvement.
Dropout prevention initiative by Vigo County School Corp.
Rose-Hulman Ventures

THREATS: Declining population.
The dropout issue.
Many people within EGR 7 do not value education.
Too satisfied, not risk takers.
Lack of diversity.
Political change.
Lack of funding.
Outsourcing of manufacturing jobs.
High fuel costs.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

-
- **How will the RWB use the strengths and opportunities to the advantage of the WorkOne system?**

The RWB will continue to direct the WorkOne partners and staff, along with the Regional Operator, to serve as linkages between the region's many quality training and educational resources, job seekers, and area businesses. The WorkOne business team will also be encouraged to make a concerted effort to reach all size and sectors of business within this diverse regional economic base. WorkOne staff and partners will be asked by the RWB to promote the strong work ethic and high productivity levels of the local workforce. The RWB will continue to ensure that the WorkOne system is highly promoted within organizations such as the Wabash Valley Advanced Manufacturing Cluster, area Chambers of Commerce, and economic development organizations. And finally, members of the Regional Workforce Board will provide expertise and knowledge to the WorkOne system regarding regional WorkOne strategies and operations.

- **How will the RWB address the weaknesses and threats in order to minimize any adverse affect on the WorkOne system?**

The RWB will ensure that their staff actively participates in the development of regional solutions to address high school dropout rates; bringing all of the resources and knowledge of the WorkOne system. The RWB is committed to educating the workers of the region on the value of lifelong learning, skills enhancement, and connecting these educational achievements with local employment opportunities, for both the emerging and current workforce. The results of such efforts being, increased regional wage rates and increased population through worker retention. Members of the RWB also serve on a number of civic organizations which are addressing issues such as image and infrastructure. These members serve as a conduit and link mutually beneficial and relevant activity as possible.

Grant Opportunities

- **What grants or types of grants does the RWB plan to pursue? Include descriptions of the services available under the grants and how the grants fit into the RWB's strategic plans.**

The RWB, in coordination with the Regional Operator will pursue other grants related to workforce development and in support of economic development. In recent months, the RO was able to secure a Fabricators and Manufacturers Association grant, in partnership with Indiana State University, which was used to fund a summer camp in metal fabrication for middle school students. This program was well received, and funding is being sought to continue this valuable program. The RO also supported the Parke County Learning Center in its efforts to obtain funding from The Lilly Foundation to further the work of the center. These efforts were also successful, and the RWB will continue to work together with our partners to bring such funding to the region. The area



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

was also awarded an Indiana Rural Development Grant. The RWB will continue to pursue grants aimed at growing the rural communities which make up Region 7. The Director of the RWB also serves as the co-chair of the Wabash Valley Education Alliance Grant Committee. This group continually explores education and training grants for the Wabash Valley. The group is currently exploring the possibility of a submitting a regional proposal to the National Science Foundation, related to increased math and science in area classrooms. And finally, the RWB is very interested in working with the Governor, the Indiana Department of Workforce Development and area businesses and colleges and universities in bringing a WIRED grant to the region.

- **What strategies are in place to promote grant opportunities to employers? Please specify any specific grant opportunities that are being promoted to employers.**

The Regional Operator regularly works with Ivy Tech and the DWD Business Consultant in promoting grant programs to new firms as well as established businesses. Employer seminars and workshops are used to promote such programs as Training Alliance Grants (TAG) and WorkKeys. Recently the board endorsed the hiring of a Business Services Manager by the RO. Duties for this new position will include employer visits and other marketing contacts to promote services, including grant programs.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Section 2 – Labor Market Information and Demographics

Workforce Statistics

- **What does the current workforce look like statistically? This should include data on both the workforce and the job seekers.**

Region 7 has the smallest population base of any region in the state. Of the 222,378 people in EGR 7, 140,620 fall into the working population age group of 18 to 64, broken down as follows:

18 to 24	26,076
25 to 44	59,850
45 to 64	54,694

Region 7 also has the lowest per capita income level in the state. The annual per capita income in 2004 was \$25,278.00 as compared to the statewide average of \$30,204.00. In 2004, 1,706 families per month received support from the Temporary Assistance to Needy Families program. In addition, 19,947 families received food stamps and 15,356 students received free or reduced lunches. A practical way to translate these numbers is to explain that it is usual for most area schools to report that approximately 50% of their student population is on the free or reduced lunch programs. And, while census figures show the 2000 rate of “single parent” households in the region to be at 8.5%, the reality is that many single parents are living with extended family or friends with their children, therefore skewing this statistic. A more realistic portrait of the situation comes from places like the Vigo County School Corporation, where, according to 2000 data, 33% of their students come from single parent families. Not surprisingly, the head of these single families are nearly all female.

In tandem with the low income levels and a great number of single parents, is the fact that half of the counties in the region had a higher child poverty rate than the State of Indiana in 2005. Vigo County, which includes the regions largest metropolitan area, had the highest rate of the region at 18.7%, compared to 13.7% for the state. Vigo County consistently ranks number one or two in the state as the county with the greatest child poverty.

Statewide statistics indicate that men make more on average than women in the Indiana. A comparison of the top ten occupations of male employment in Region 7 and top ten occupations of female employment in Region 7 indicates that men are employed in what are traditionally higher wage occupations, such as manufacturing and construction. Women, on the other hand, tend to be employed in lower paying, more traditional service jobs such as retail sales and food service. The RWB will be working throughout the service period of this plan to ensure that both genders are knowledgeable of the high wage, high skill and high demand job opportunities of the region and state.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

In February 2007, the top ten positions sought by job applicants through the WorkOne were:

1. Assemblers (Factory Work)
2. Production Laborers
3. Forklift/Industrial Truck Operators
4. General Office Clerks
5. Cashiers, General
6. Hand Packers and Packagers
7. All Other Machine Operators
8. All other Hand Workers
9. Receptionists/Information Clerks
10. Production Helpers

YEAR	LABOR FORCE	EMPLOYED	UNEMPLOYED	EGR 7 RATE	Indiana RATE
1994	109,900	103,470	6,430	5.8	4.5
1995	111,490	105,200	6,290	5.6	4.3
1996	109,670	103,370	6,300	5.7	3.9
1997	106,380	100,810	5,570	5.2	3.3
1998	104,810	100,420	4,390	4.2	2.9
1999	105,090	101,100	3,990	3.8	2.9
2000	106,560	102,490	4,070	3.8	2.9
2001	106,380	101,220	5,160	4.8	4.2
2002	106,890	100,760	6,130	5.7	5.2
2003	106,130	99,770	6,360	6.0	5.3
2004	107,210	100,010	7,200	6.7	5.2

EGR 7 unemployment rate, 1994 to 2004



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

▪ **What are the workforce needs for the area's employers (current and future)?**

TITLE	EMPLOYED 2002	PROJECTED 2012	REPLACEMENT OPENINGS	NEW OPENINGS	TOTAL OPENINGS
Team Assemblers	930	1,000	240	70	310
Packaging and Filling Machine Operators and Tenders	490	570	100	80	180
Helpers-Production Workers	720	760	200	40	240
Maintenance and Repair Workers, General	1180	1340	230	150	380
Supervisors of Installation, Maintenance, and Repair Workers	500	530	130	30	160
Electrical and Electronics Repairers, Commercial and Industrial Equipment	110	130	20	20	40
Maintenance Workers, Machinery	80	90	20	10	30

Projected growth, both new and replacement in selected manufacturing occupations in EGR 7. Source:
www.stats.indiana.edu/ssi/occupations/egr7projections.xls

TITLE	EMPLOYED 2002	PROJECTED 2012	REPLACEMENT OPENINGS	NEW OPENINGS	TOTAL OPENINGS
Family & General Practitioners	60	110	10	50	60
Registered Nurses	1410	1540	300	130	430
Physical Therapists	80	90	10	10	20
Respiratory Therapists	80	100	30	20	50
Radiological Technicians	140	220	30	80	110
EMTs & Paramedics	200	250	20	50	70
Respiratory Therapy Technicians	30	40	0	10	10
Licensed Practical & Vocational Nurses	550	580	120	40	160
Medical Records Technicians	90	110	10	20	30
Home Health Aides	1320	1430	170	110	280
Nurses Aides & Orderlies	1120	1220	150	100	250
Medical Assistants	230	360	40	130	170

Projected growth, both new and replacement in selected health care occupations in EGR 7. Source:
www.stats.indiana.edu/ssi/occupations/egr7projections.xls



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

- **How are those employer needs for skilled employees going to be met? Include strategies for upgrading current worker skills and for finding and preparing new workers.**

The RWB is aggressively working to ensure that employer needs for skilled workers will be met, both now and in the future. Strategies include, but are not limited to, continually educating employers on the value of investing in upgrading the skills of their employees, and guiding them to the resource to develop these programs and securing funding for such efforts. One example of the success of such efforts is the current TAG grant involving workers from various manufacturing firms who are upgrading the skills of their current workers to fulfill a need for industrial maintenance technicians. The RWB has been involved with, and continues to support efforts to create unique, demand-driven skill training programs such as Skills One, Skills Two, the new pilot soft skills training program, and a possible new program to upgrade the skills of current worker to fulfill a need for technicians.

On the supply side, the RWB will continually work with leaders throughout the education and business community to study, recommend, and support regional training capacity which will meet both the current and future needs of business. The RWB will also continue to educate the existing, emerging, and engaged workforce on the opportunities and benefits related to skill enhancement through local education and training programs. And, the RWB will continually monitor national, state, and local economic trends in order to anticipate relative changes and respond in a proactive, rather than reactive manner.

- **What are the EGR's current and projected employment opportunities?**

INDUSTRY SECTORS (NAICS)*	2004 NO. OF FIRMS	EGR 7 AVERAGE ANNUAL EMPLOYMENT				NUMERICAL CHANGE 2001-2004	PERCENT CHANGE 2001-2004
		2001	2002	2003	2004		
TOTAL EMPLOYMENT **	4,682	84,612	83,797	85,001	85,400	788	0.9%
NATURAL RESOURCES & MINING	77	622	559	529	502	-120	-19.3%
Agriculture, Forestry, Fishing, & Hunting	60	309	280	299	318	9	2.9%
Mining	17	314	280	230	185	-129	-41.1%
CONSTRUCTION	456	3,715	3,595	3,787	3,569	-146	-3.9%
MANUFACTURING	236	15,006	14,563	14,894	15,302	296	2.0%
TRADE, TRANSPORTATION, & UTILITIES	1,211	18,228	17,692	17,359	16,914	-1,314	-7.2%
Wholesale Trade	217	1,871	1,787	1,773	1,791	-80	-4.3%
Retail Trade	755	12,861	12,492	12,133	11,795	-1,066	-8.3%
Transportation & Warehousing	203	2,578	2,508	2,590	2,503	-75	-2.9%
Utilities	36	918	905	863	825	-93	-10.1%
INFORMATION	61	1,166	1,104	1,057	988	-178	-15.3%
FINANCIAL ACTIVITIES	419	3,125	3,039	3,049	3,065	-60	-1.9%
Finance & Insurance	268	2,396	2,376	2,372	2,332	-64	-2.7%
Real Estate, Rental & Leasing	151	729	664	677	734	5	0.7%



Region 7, Regional Workforce Board, Inc. Local Plan – PY2006 and PY2007

December 2006

PROFESSIONAL & BUSINESS SERVICES	498	4,794	5,089	5,249	5,341	547	11.4%
Professional & Technical Services	295	1,380	1,461	1,463	1,509	129	9.3%
Management of Companies & Enterprises	16	303	337	310	309	6	2.0%
Administrative & Waste Services	187	3,112	3,291	3,476	3,522	410	13.2%
EDUCATION & HEALTH SERVICES **	564	19,501	19,580	20,238	20,690	1,189	6.1%
Educational Services **	93	9,723	9,722	9,817	10,006	283	2.9%
Health Care & Social Assistance **	471	9,778	9,858	10,421	10,684	906	9.3%
LEISURE & HOSPITALITY SERVICES	508	7,912	7,954	8,241	8,324	412	5.2%
Arts, Entertainment, & Recreation	57	507	506	578	655	148	29.2%
Accommodation & Food Services	450	7,405	7,448	7,664	7,669	264	3.6%
OTHER SERVICES	417	2,624	2,601	2,556	2,546	-78	-3.0%
FEDERAL, STATE, & LOCAL GOVERNMENT	295	15,954	16,058	16,179	16,429	475	3.0%

- What are the EGR's high-demand, high-wage occupations (should come from Strategic Skills Initiative)? This must include a demand occupation list.

Region 7's Top Ten occupations by growth for 2002 to 2012 are

1. Combined food preparation and serving workers, including fast food.
2. Child, Family and School Social workers.
3. Correctional Officers and Jailers.
4. First-Line Supervisors/Managers of Production and Operating Workers
5. Maintenance and Repair Workers/General
6. Personal and Home Care Aides
7. Registered Nurses
8. Medical Assistants
9. Truck Drivers, Heavy and Tractor Trailer
10. Receptionists and Information Clerks

Source: U.S. Bureau of Labor Statistics and Indiana Department of Workforce Development

Occupations Projected to Show the Greatest Increase in New Jobs by 2012

Occupations projecting the highest number of new job increases, shown below are dominated by three major industries in EGR 7; Health Care and Social Assistance, Plastics and Rubber Products Manufacturing, and Chemical Manufacturing. Occupation ID, 29-0000, Healthcare Practitioners and Technical Occupations, shows that 470 new jobs will be required by 2012.

Industry title	NAICS	Occupational ID	Occupational title	Base Year employment, 2002	Projected employment change from base year (2002) to target year (2012)	Percent projected employment change from base year 2002
Health Care and Social Assistance	620000	29-0000	Healthcare Practitioners and Technical Occupations	3010	3480	470
Plastics and Rubber Products Manufacturing	326000	51-0000	Production Occupations	1980	2340	360
Chemical Manufacturing	325000	51-0000	Production Occupations	830	1000	170
Chemical Manufacturing	325000	19-2031	Chemists	30	40	10
Chemical Manufacturing	325000	19-2000	Physical Scientist	40	50	10
Chemical Manufacturing	325000	19-1000	Life Scientists	20	20	10
Chemical Manufacturing	325000	19-1022	Microbiologists	20	20	10
Chemical Manufacturing	325000	19-4021	Biological Technicians	50	60	10
Chemical Manufacturing	325000	19-4031	Chemical Technicians	50	60	10



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Occupation ID 51-0000, Production Occupations in Plastics and Rubber Products Manufacturing project an increase of 360 new jobs. Several occupational titles in Chemical Engineering show an additional increase of 230 new jobs in chemical manufacturing distributed among chemists, physical scientists, life scientists, microbiologists, biological technicians and chemical technicians

Leading Industries in Job Growth-EGR 7

Year	NAICS	Industry	Job Growth Since 1994
2004	326	Plastics and Rubber Products Manufacturing	1,692.00
2004	611	Educational Services	1,247.00
2004	56	Administrative and Support and Waste Management and Remediation Services	1,122.00
2004	561	Administrative and Support Services	1,112.00
2004	62	Health Care and Social Services	956
2004	624	Social Assistance	915
2004	92	Public Administration	864
2004	336	Transportation Equipment Manufacturing	688

As shown above, several industries in EGR 7 have shown significant job growth between 1994 and 2004 with an additional 7,484 employees. Manufacturing, health care, along with social services and social assistance contributes to this job growth. Public Administration job growth was also significant with the construction of a correctional facility in Sullivan County.

Industry Growth In the Number of Establishments

Year	NAICS	Industry	Estab Change
2004	62	Health Care and Social Services	35
2004	52	Finance and Insurance	29
2004	484	Truck Transportation	29
2004	48-49	Transportation and Warehousing	29
2004	522	Credit Intermediation and Related Activities	27
2004	92	Public Administration	22
2004	54	Professional, Scientific, and Technical Services	22
2004	621	Ambulatory Health Care Services	20
2004	561	Administrative and Support Services	19

This table highlights Health Care and Social Services as the highest single industry with 35 new establishments. When combined with ambulatory health care services, a total of 55 new health businesses were established since 1994. Truck transportation and transportation and warehousing



**Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007**

December 2006

produced 58 new establishments. The next closest in the number of new business establishments begun were; 56 new establishments of financial service organizations; 22 in public administration; 22 in professional, scientific, and technical services; and 19 in administrative and support services.

	Construction	Manufacturing	Trade	Transportation	Fin/Ins.	Professional Services	Ed/Health
U.S.	6.8%	14.1%	15.3%	5.2%	6.9%	9.3%	19.9%
Indiana	6.6%	22.9%	15.2%	5.2%	5.7%	6.3%	19.3%
Illinois	5.7%	16.0%	14.8%	6.0%	7.9%	10.1%	19.4%
Vermillion	10.1%	23.2%	19.2%	5.6%	3.1%	3.4%	19.3%
Parke	7.6%	23.6%	15.9%	4.9%	2.7%	4.4%	15.6%
Putnam	8.5%	20.5%	16.5%	8.2%	3.6%	3.9%	19.2%
Vigo	6.5%	14.2%	18.6%	3.6%	4.8%	5.6%	26.3%
Clay	6.5%	24.9%	16.7%	5.8%	3.5%	3.1%	19.3%
Sullivan	7.6%	16.6%	15.0%	6.6%	3.9%	3.8%	22%

REGION 7 INDUSTRIES AS A PERCENT OF THE TOTAL ECONOMY IN 2000

As the above chart demonstrates, the economy of Region 7 is heavily invested in manufacturing and education/health. A 2000 industrial scan of Western Indiana revealed an above average concentration of the following sectors, based on location quotients:

Rubber and Plastics	LQ 5.60
Paper Products	LQ 3.44
Transportation Equipment	LQ 2.54
Chemicals	LQ 2.02
Fabricated Metals	LQ 1.75
Electronic/Elec. Equip.	LQ 1.64
Education Services	LQ 1.61
Health Services	LQ 1.17
Printing and Publishing	LQ 1.09
Trucking and Warehousing	LQ 1.06

Average Weekly Wage Change 1994-2004

The chemical manufacturing industry had the largest average weekly wage growth at \$453.79 per week. The next largest weekly wage increase was achieved by utilities with an increase of \$424.63, which is closely following by securities, commodity contracts, and other financial investments and related activities industry with a weekly increase of \$405.63. The largest weekly wage changes for the top remaining industries ranged from \$304 to \$378.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Year	NAICS	Industry	Average Weekly Wage Change (1994 - 2004)
2004	325	Chemical Manufacturing	452.79
2004	221	Utilities	424.63
2004	523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	405.98
2004	928	National Security and International Affairs	378.48
2004	517	Telecommunications	339.29
2004	562	Waste Management and Remediation Services	331.81
2004	322	Paper Manufacturing	318.40
2004	524	Insurance Carriers and Related Activities	304.13

Industries With the Greatest Comparative Advantage in EGR 7

Year	NAICS	Industry	Jobs LQ (IN base)	Jobs LQ (Midwest base)	Jobs LQ (US base)
2004	326	Plastics and Rubber Products Manufacturing	2.27	3.22	5.64
2004	336	Transportation Equipment Manufacturing	0.83	1.31	2.92
2004	493	Warehousing and Storage	1.68	2.12	2.71
2004	325	Chemical Manufacturing	1.59	2.26	2.69
2004	447	Gasoline Stations	1.7	2.12	2.2
2004	922	Justice, Public Order, and Safety Activities	5.8	3.73	2.09

This table illustrates the comparative advantage of six industries in EGR 7 in comparison with Indiana, the Midwest, and the US. EGR 7 leads all comparisons of comparative advantage at all levels with the exception of Transportation Equipment Manufacturing, compared to the state of Indiana. Many of the comparisons show concentrations of at least double the average of all industries of those listed.

The regional job shifts indicated in the table below support the fact that several industries have a strong competitive advantage for the future. The strongest industry is Plastics and Rubber Products Manufacturing which is followed by Transportation Equipment Manufacturing and probably due to the continuing growth of Great Dane Trailers. Social Assistance and Machinery Manufacturing show signs that they are building a competitive advantage, but at a slower pace while others are headed in a positive direction.



Region 7, Regional Workforce Board, Inc. Local Plan – PY2006 and PY2007

December 2006

Industries With or Building a Strong Competitive Advantage for the Future

Year	NAICS	Industry	Jobs Change	Jobs National Growth	Jobs Industry Mix	Jobs Regional Shift
2004	326	Plastics and Rubber Products Manufacturing	1,692.00	195.61	-270.66	1,767.04
2004	336	Transportation Equipment Manufacturing	688	415.55	-712.13	984.58
2004	624	Social Assistance	915	135.78	256.3	522.92
2004	333	Machinery Manufacturing	362	51.63	-109.51	419.89
2004	331	Primary Metal Manufacturing	145	63.12	-162.69	244.58
2004	485	Transit and Ground Passenger Transportation	226	24.02	10.58	191.39
2004	561	Administrative and Support Services	1,112.00	328.86	634.02	149.12
		Administrative and Support and Waste Management and Remediation Services	1,122.00	361.38	627.23	133.39
2004	56	Management and Remediation Services	1,122.00	361.38	627.23	133.39
2004	928	National Security and International Affairs	44	41.93	-114.43	116.5
2004	71	Arts, Entertainment, and Recreation	226	64.31	63.9	97.79
2004	447	Gasoline Stations	88	176.96	-179.71	90.75

This indicates that several industries in EGR 7 have a strong competitive advantage for the future with a large shift of jobs in the region.

Plastics and Rubber Products Manufacturing, Transportation and Equipment Manufacturing, and Chemical Manufacturing appear to be three major industries in EGR 7 that are positioned to capitalize on regional, national, and/or global growth trends. All have a comparative advantage with Location Quotients for the Midwest ranging from 1.31 to 3.22 and with the Nation at LQs of 2.69 to 5.64. In addition and Table 8 indicates that we have a significant competitive advantage in two of the above manufacturing areas. All currently serve world markets and opportunities for growth should follow. Several companies of the selected industries produce significant percentages of their products for national and world markets.

Health care, life sciences and biotechnology, advanced manufacturing and logistics and construction trades are major areas endorsed and supported for future growth by Indiana and regional/local organizations. In a sense, even though they are different industries, they have common components such as similar skill requirements, high technology, skilled workers, and high wages. These two industries are among the largest in Indiana and EGR 7.

The Central Indiana Corporate Partnership (CICP) has been a major factor in the move to create business opportunities in central Indiana in a variety of areas. One of its accomplishments has been to establish the Life Sciences through the Central Indiana Life Sciences Initiative. Their definition of life sciences includes “pharmaceuticals, medical devices and instruments, hospitals and laboratories, food and nutrition, organic and agricultural chemicals and research and testing.” These efforts have been endorsed by the state of Indiana, significant companies, and the state’s higher education infrastructure.

The 2005 Region 7 Strategic Plan for Economic Development indicated that the chemicals cluster in EGR 7 employed more than 5,500 people in 2003, a concentration that is nearly three times that of the nation. This strategic plan also indicates that “pharmaceuticals manufacturing,” which is within the chemicals industry group, though highly concentrated, lost both



Region 7, Regional Workforce Board, Inc.

Local Plan – PY2006 and PY2007

December 2006

concentration and employment during the 2001-2003.” However, the pharmaceutical industry remains strong in Western Indiana and is showing signs of renewed growth in the near future.

Also locally, the Terre Haute Economic Development Corporation (THEDC) has endorsed a biotechnology initiative that includes the life sciences as a key element. In speaking to the Board of Directors of the THEDC in May of 2005, Dave Johnson, President and CEO of BioCrossroads, stated that “Indiana gained jobs in the life sciences at more than twice the rate of the nation from 2001-2003, rising 4.5 percent compared with the 2 percent national increase.

Advanced manufacturing also receives much support with the establishment of the Wabash Valley Advanced Manufacturing Cluster, an organization representing the workforce needs of twenty-six facilities, and thousands of employees.

▪ **What are the job skills necessary to obtain the employment opportunities especially, high demand, high wage opportunities?**

The highest concentration of high demand and high wage opportunities in EGR 7 have been determined to be in the following sectors: 1) advanced manufacturing and logistics, 2)health care, 3)life sciences and biotechnology and 4)construction trades. When we look at the new career cluster model developed by the Indiana Department Workforce Development in December 2006 it can be seen that our high demand and high wage jobs fall largely within the “Working with People” and “Working with Things” clusters.

This includes mastery of basic skills: active learning, active listening, critical thinking, learning strategies, mathematics, monitoring, reading comprehension, science, speaking, and writing.

Also, mastery of social or soft skills: coordination, instructing, negotiation, persuasion, service orientation, social perceptiveness.

In addition to the always important basic skills and social or soft skills, skills in demand also include:

1. Learning strategies
2. Instructing
3. Social perceptiveness
4. Time management
5. Service Orientation
6. Persuasion
7. Monitoring
8. Negotiation
9. Coordination
10. Equipment maintenance
11. Repairing
12. Operation monitoring
13. Trouble shooting



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

14. Equipment selection
15. Operation and control
16. Installation
17. Quality control analysis

- **What is the educational attainment for the populous, including secondary and postsecondary education in the area/region and current high school graduation rates?**

REGION 7 EDUCATION ATTAINMENT: 2000

As the following chart demonstrates, in 2000 while the high school attainment level for Region 7 led the national rate, the region's post-secondary attainment trailed the nation, contributing to the fact that Region 7 trails the state and nation in per capita income. This is likely caused by young college graduates leaving the region and too few existing workers increasing their current skill levels. With an aging regional workforce and the fact that nearly one in five Hoosiers over 25 in Region 7 have less than a high school degree greatly adds to the concern of severe worker shortages in the future.

	Less than H.S.	H.S.	Some College	BS +
U.S.	19.6%	28.6%	27.3%	24.4%
Indiana	17.9%	37.2%	25.5%	19.4%
Illinois	16.5%	29.8%	27.7%	26.0%
Vermillion	18.7%	45.2%	24.8%	11.2%
Parke	19.5%	45.6%	23.4%	11.6%
Putnam	18.8%	38.2%	20.0%	13.1%
Vigo	19.0%	34.8%	24.8%	21.4%
Clay	17.7%	45.6%	23.9%	12.8%
Sullivan	19.2%	44.4%	27.0%	9.3%

The Regional Workforce Board is aggressively moving to address this issue through planning efforts with local educators to prevent high school dropouts and retain post-secondary grads, targeting dropouts and potential dropouts for WIA youth services, and special skills initiatives aimed at the area's unemployed and underemployed, such as the Skills One certification program. The RWB will also be working in partnership with Dean Foster and the faculty at the Indiana State University College of Technology on research related to the region's aging workforce and related issues throughout this planning period.

According to the Indiana Accountability System for Academic Progress, 2006 Indiana Department of Education, the current high school graduation rates for the region are between 72% and 81%. Graduation rates for the region's alternative high schools are significantly higher, typically ranging from 20% to 46%. None of the current rates are acceptable, and the RWB will continue to aggressively work with area schools to obtain funding for special programs to



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

address this challenge and to seek best practices throughout the nation to adopt locally. And, as part of its outreach efforts, WorkOne will continue to produce article explaining the benefits of continued education, such as; a person in 2004 with less than a high school diploma made \$479.00 per week, compared to a person with a four year degree or high that made \$1243.00 per week. (Source: BLS 2004 Population Survey)

One sign that this situation is improving is the fact that between 2000 and 2005, the percentage of individuals who hold a BS+ has increased for every county in the region, with Vermillion County seeing the highest increase of 3.4%. This is an indication that efforts such as increasing public awareness of the value of post-secondary education and initiatives by local colleges and universities to retain and regain graduates is paying dividends in numerous ways.

The actual percent of increase by county is as shown:

Clay County	+3.0%
Parke County	+1.5%
Putnam County	+1.8%
Sullivan County	+0.6%
Vermillion County	+3.4%
Vigo County	+1.3%

The interest of area high school graduates in moving to higher education from high school remains very similar to the 2003 rates listed below. While actual enrollment rates are between seventy and seventy-five percent in EGR 7, improvements must be made in retaining these freshmen, as it is estimated that approximately fifty percent of these students are not registered for a second year of post-secondary education.

**2003 HIGH SCHOOL GRADUATES HIGHER EDUCATION INTENT -
EGR 7**

EDUCATION INTENT	NUMBER	PERCENT
Graduates	2,139	100.0%
Total to Higher Education	1,692	79.1%
Four-Year Institution	1,170	54.7%
Two-Year Institution	363	17.0%
Vocation/Tech. Institution	159	7.4%



Region 7, *Regional Workforce Board, Inc.*
Local Plan – PY2006 and PY2007

December 2006

Workforce Data Needs

- **What workforce data is needed for the EGR related to workforce development and economic development? Provide suggestions for the collection and dissemination of this data.**

The RWB would like to be provided state funding to conduct an annual, regional “Wage, Benefits, Skills, and Hiring” survey. In the past, the unique information gained from this survey has proven extremely valuable to participating businesses, educators, and economic and workforce development professionals.

Another data need which was identified through the course of the Strategic Skills Initiative, and still exists, is for a Pathfinders Study to be conducted throughout west central Indiana. Pathfinder Study results are needed for workforce development strategic planning purposes and to provide unique information to our economic development partners.

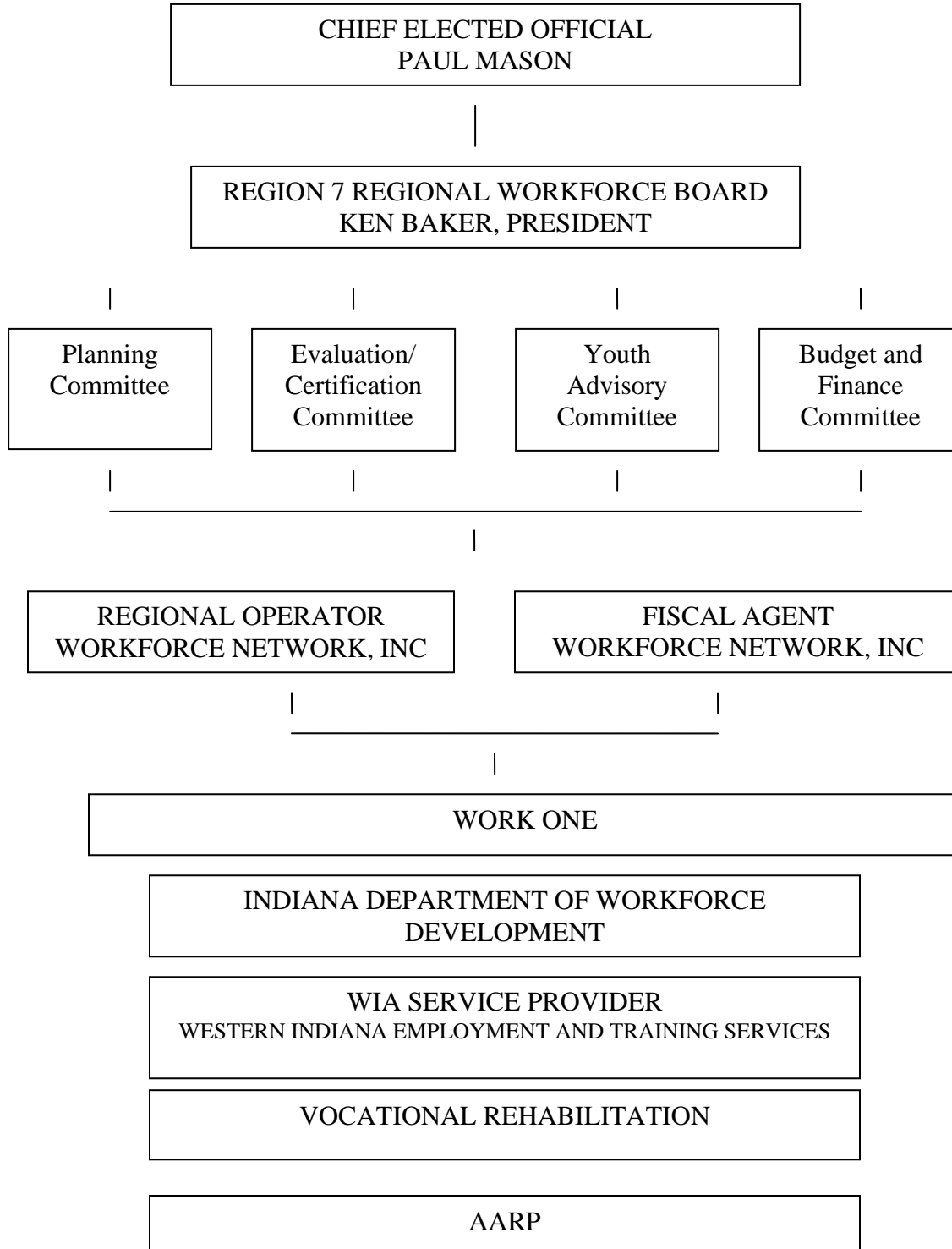


**Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007**

December 2006

Section 3 – Governance and Structure

EGR 7 RELATIONSHIP CHART





Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

OFFSITE PARTNERS

WESTERN INDIANA COMMUNITY ACTION AGENCY
WEST CENTRAL INDIANA ECONOMIC DEVELOPMENT CORPORATION
VIGO COUNTY SCHOOL CORPORATION
INDIANA STATE UNIVERSITY
IVY TECH COMMUNITY COLLEGE
WORKONE EXPRESS SITES THROUGHOUT THE SIX COUNTY REGION

Primary Committees and Council:

1. **Planning Committee:** The committee is charged with the following responsibilities: develop and recommend action to the full board on planning documents, including but not limited to, updating the organizational strategic plan for review by the board, review and recommend WIA program policy to the full board, and develop and recommend marketing activities.
2. **Evaluation and Certification Committee:** The committee is charged with the following responsibilities: establish a procedure for certification and recertification of service providers, reevaluate certified training providers as needed in order to ensure training providers are still offering the training, ensure that the information on the training and training provider is accurate, collect updated performance data, establish procedures for certification and recertification of WorkOne sites, evaluate performance of WorkOne sites to ensure that performance standards are achieved, and receive and review WIA regional performance measures.
3. **Youth Advisory Council:** The council is charged with recommending youth program and outreach activities, conducting
4. **Budget, Finance, and Distribution Committee:** The committee is charged with the following responsibilities: review the financial reports, furnish brief reports to the full board on the highlights of all financial affairs, provide advice and counsel to the Director on financial problems, identify community resources to supplement federal funding and to generate local match, review and recommend total budget to the board for approval, recommend an independent financial auditor to audit and/or monitor the operations for the corporation, recommend to the board banks and trust companies or other depositories for the funds of the corporation, serve as the board's chief liaison with the program auditors assigned to the corporation, create a distribution timetable maximizing the effectiveness of the grant endowed by the board, the timely approval and distribution of grant funds to training providers to the board.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

WIA Service Provider Matrix:

WIA PROGRAM	SERVICE PROVIDER	COUNTIES SERVED
ADULT	WESTERN INDIANA EMPLOYMENT & TRAINING	CLAY, PARKE, PUTNAM, SULLIVAN, VERMILLION, VIGO
DISLOCATED WORKER	WESTERN INDIANA EMPLOYMENT & TRAINING	CLAY, PARKE, PUTNAM, SULLIVAN, VERMILLION, VIGO
YOUTH	WESTERN INDIANA EMPLOYMENT & TRAINING	CLAY, PARKE, PUTNAM, SULLIVAN, VERMILLION, VIGO

Section 4 – Operational Plans

WIA Service Plan

- **What Adult, Dislocated Worker and Youth employment and training services are available in the EGR? This is not limited to services through the WorkOne system.**

Every county in EGR 7 has at least one WorkOne Express office that offers services as noted in question 2. In addition, there are Adult Education and GED services and/or Learning Centers in each county. These services may vary slightly from community to community, but all have adult education classes ranging from topics of local interest to Internet college and university credit classes. Ivy Tech Community College has satellite classrooms in all counties in the region. The school corporations offer work experience, job shadowing and other career services to their students. Both adult and youth Leadership Academies are available in a variety of formats. 4-H, Junior Achievement, DECA clubs, manufacturing academies, and Explorer posts are but a few of the opportunities available to youth for leadership training and career exploration. All residents have relatively easy access to our outstanding post-secondary institutions DePauw University, Indiana State University, Ivy Tech Community College, Rose-Hulman Institute of Technology, St. Mary of the Woods College and Vincennes University. There are also outstanding training programs through the labor organizations of the region. Some of these programs are provided by Plumbers and Steamfitters Local 157, the International Brotherhood of Electrical Workers Local 725, International Union of Operating Engineers Local 841, and Indiana Regional Council of Carpenters JAFT.

- **What is the availability (capacity) for each of those services?**

All the programs listed have the capacity to accept new customers into their programs.

- **What services are available through the local WorkOne system? Provide a brief description of the services available with the eligibility criteria. Also include a matrix showing services by WorkOne centers and Express sites in the EGR.**



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

The WorkOne site, in addition to the standard core, intensive and training services offered through WIA, makes the following services available to citizens:

Type of Service	Available at WorkOne	Available at Express Sites
Job Search Assistance	Yes	Yes
Job Matching	Yes	Yes
Resume Assistance	Yes	Yes
Employer Job Listing	Yes	Yes
Local, State and National Labor Market Information	Yes	Yes
Employee Assessment and Screenings	Yes	At some locations
WorkKeys testing	Yes	No
Key Train	Yes	At some locations
Veterans Services	Yes	At some locations
Vocational Rehabilitation Services	Yes	At some locations
Trade Adjustment Act Services	Yes	At some locations
WIN Remedial Services	Yes	Yes
Career information	Yes	Yes
AARP Senior Employment	Yes	At some locations
Job seeker workshops	Yes	At some locations
Unemployment Insurance Appeal Hearings	Yes	No
Employer Seminars	Yes	At some locations
ABE/GED classes	Yes	At some locations
Information on other community services	Yes	Yes
Customer Internet Access	Yes	Yes
Information Resource Area	Yes	Yes- but not as comprehensive

Although a few of the services listed do have eligibility criteria, most are open to the general public.

- **For each program year covered by this plan, how many clients will be served using WIA funding?**

Planned service levels (based on equal or greater funding level in PY07)



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

	PY06	PY07
Adults	140	145
Dislocated Worker	204	215
Youth	225	230

- **How many WIA clients will be served in each tier of service (Core, Intensive and Training)?**

All adult and dislocated worker clients that are deemed eligible and enrolled for WIA services will receive core services. And, although youth are not required to progress through the tiers of service in the same manner as adults and dislocated workers, most of them also receive services that are very similar. Therefore, it is anticipated that minimum of 500 clients will receive some type of staff-assisted core service in PY06 and PY07. In addition, it is estimated that an additional 750 to 1500 clients will make use of self-service or informational core services.

Approximately 300 to 325 adult and dislocated worker clients per year will receive intensive services to assist them with their career search. Of those, 75 to 100 will be enrolled in training services.

- **What criteria does the RWB use for priority of adult intensive and training services when funds are limited? A description of the process for applying the priority of services should also be included.**

It has been determined that funds are limited for adult intensive and training services therefore service priorities are:

- Former or current TANF recipients who are working but need GED or occupational skills training to increase their wages.
- Food Stamp recipients who are working and need GED or occupational skill training to increase their wages.
- Low income individuals (defined as those individuals who make at or less than 200% of the current U.S. Department of Health and Human Services Poverty Guidelines) not eligible for TANF or Food Stamps and who need GED or occupational skills training.
- The working poor (same definition as low income individuals) who need GED or occupational skill training to increase their wages.
- The working poor.
- The unemployed who meet low income guidelines and do not meet WIA dislocated worker program criteria.

All individuals, including those within these service priority groups, must be determined appropriate for WIA services prior to enrollment. An Application Priority Checklist shall be



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

completed for each individual referred for enrollment in intensive or training services. Priority shall be applied on a daily basis by the service provider's Operation Manager or other appropriate service provider staff as designated by the agency's Executive Director.

- **What is the RWBs definition of self-sufficiency?**

Self-sufficiency is defined as the level of earnings at which a family can economically sustain (meaning has the ability to pay all necessary household, transportation, and medical expenses, including the cost of health insurance coverage) itself, independent of public assistance (TANF or Food Stamps).

- **How will the WorkOne determine whether proposed employment leads to self-sufficiency?**

They will review the level of salary, availability of necessary benefits and transportation access to determine whether the situation meets the level as defined by the RWB.

- **How does the RWB's individual training account (ITA) system operate? Include allowable exceptions to ITAs and how those exceptions are determined to be exceptions and how they are processed.**

WIA participants will receive assessment and counseling services and participate in the creation of an Employment Development Plan (EDP) with service provider staff in order to adhere to minimum criteria required to move from intensive to training services. This must be done prior to the creation of an Individual Training Account (ITA) for the participant. The listing of demand occupations shall be available for review by all WIA customers.

Exceptions for funding of training for occupations not on the Region 7 demand occupation list shall be made on an individual basis. Reasons for exceptions may include, but not be limited to, guarantee of a job in a non-listed occupation with an appropriate wage rate upon completion of training or completion of training in a non-listed occupation when a participant has a substantial amount of necessary training already completed to gain employment in said field.

This policy is communicated to program participants in simple, understandable language and will be made available in both written and verbal forms. An Individual Training Account is to be opened for each participant approved for training and who will utilize the approved Statewide Eligible Training Provider List. The amount set aside in this account for training services shall reflect the estimated cost of tuition, fees, books, and other anticipated required training expenses needed to complete the approved course of training. The ITA regional limit per individual is \$5,000.00. All expenditures are tracked by service provider staff who shall follow this policy. These actual expenditures will be recorded within the participant's case file using the ITA Tracking Sheet form.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Individual Training Accounts shall be created to fund training only in those occupations in which the average wage is a minimum of \$8.50 per hour at 90 days past placement. Wage verification shall take place as part of the pre-CRT process.

ITA vouchers will be completed by appropriate service provider staff. The amount of the vouchers shall include the estimated cost of required tuition, fees, books, and other required expenses for the school term for which the voucher is being issued. ITA vouchers shall be used for the purchase of textbooks at Ivy Tech Community College or any other educational/training institution where the bookstore is operated by the institution. ITA vouchers shall not be used for textbooks at Indiana State University; rather, requisitions should be submitted for textbook purchases.

ITA vouchers are not transferable and shall be issued on a semester, quarterly, or term basis depending on the scheduling policy of the eligible training provider. Continued access to participant's Individual Training Account and issuance of ITA vouchers is contingent upon the participant's successful completion of earlier training and/or the maintenance of a GPA of at least 2.0 on a 4.0 scale. Review of the participant's individual program and ITA status shall take place with the service provider staff on a semester, quarterly or term basis, at a minimum.

- **How will the RWB/Regional Board insure quality services? Include plans and schedules for monitoring, plans and policies for corrective action and process for the replacement of ineffective service providers.**

Quality service starts with the RWB. The Board provides clear direction for services and by choosing a Regional Operator (RO) with experience in employment and training services and a track record of meeting customer satisfaction rates for all programs over the past several years, the Board insures their guidance will be put into practice.

The RO is responsible for direct oversight of the WorkOne functions. Functional teams, that include RO staff and both on and off site partner staff will provide daily guidance at the WorkOne. Cooperation and collaboration will be expected and allow the team members to take ownership of program design and service delivery. Service delivery will focus on both employers and job seekers. Statewide performance measures will provide basic guidelines and goals for premier customer service.

Critical success factors for employers include:

1. Satisfying Employers –
 - a. Satisfaction with both the process and the outcome.
 - b. Satisfaction with the system, as opposed to the program.
 - c. Measurement of repeat customers and new customers.
2. Managing Employer Services –
 - a. Creation of a business services team.
 - b. Establish one-on-one relationships with business customers.
 - c. Increase institutional knowledge of local key industries.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

-
- d. Track delivery of services and outcomes
 3. Delivering Quality Services to Employers –
 - a. Find resources to fill employer needs that can not be met by the WorkOne system.
 - b. Establish a menu of employer services.
 - c. Work with a sense of urgency to meet employer needs.

Critical success factors for job seekers include:

1. Satisfying Job Seekers –
 - a. Satisfaction with both the process and the outcome.
 - b. Examine satisfaction among types of customers.
 - c. Seek input from job seekers to insure critical needs are being met.
2. Managing Job Seekers Services –
 - a. Present a professional appearance at the WorkOne Offices.
 - b. Expedite customer flow.
 - c. Be responsive to customer needs and provide new services as needed.
3. Delivering Quality Services to Job Seekers –
 - a. Make the IRA attractive, accessible and relevant.
 - b. Provide current information on career and training opportunities.
 - c. Find resources to meet job seekers needs that can not be met by the WorkOne system.

The RO will be responsible for the monitoring of services provided through the WorkOne system. Formal monitoring of contracted WIA service providers will occur at least one time per contract period. Informal monitoring, which may include but not necessarily be limited to, desk monitoring of files and reports, announced and unannounced site visits, and solicitation of feedback from customers will occur more frequently.

The functional teams and/or individual service providers will be informed in writing of observations that require correction and be required to submit a written plan of compliance. The RWB will receive and review all monitoring reports and responses. Should it be determined that a service provider needs to be replaced, the RWB will require the RO to issue a Request for Proposal for a new service provider.

- **How will substandard or ineffective delivery of services by a service provider be determined?**

The RWB and RO will review the performance of the Service Provider at least one time per contract period. Substandard or ineffective service delivery will be determined on an individual basis and include analysis of economic factors, policy changes and other mitigating factors that have influenced performance. The Board will also take into consideration, if applicable, the Service Provider's past performance record and their success or failure with other programs. Other factors to be considered will include the Service Provider's cooperation and collaboration



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

with the Board, the RO and partners and the creation of a viable plan that indicates a willingness to address the concerns of the Board.

Adult and Dislocated Worker Services

▪ **What strategies are planned for the recruitment of adult clients?**

Outreach and recruitment efforts are multi-faceted. These efforts include, but may not be limited to:

- Distribution of brochures outlining adult services.
- Distribution of posters that include tear-off contact information.
- Airing of thirty second television spots.
- Distribution of a bimonthly service provider newsletter, highlighting successful program customers.
- Distribution of mailer flyers containing program information.
- Explanation of WIA adult services at weekly profiling sessions.
- Cross-training of WorkOne partners on program guidelines and services.
- Formal presentations at local civic organizations and clubs.
- Manning booths at job fairs and other public occasions.
- Placement of ads in area telephone directories describing services.

▪ **How will referrals (to and from partners and community resources) be used to maximize the effectiveness of services?**

This region has long enjoyed the benefits of the cooperation of community partners' participation in the WorkOne system. Collaboration is the norm rather than the exception in Western Indiana. Both management and front line staff of partner and community agencies have participated in information exchanges and training directed at increasing awareness of available services. By increasing awareness of community resources, duplication of services is decreased and each provider is able to allocate its resources more effectively.

▪ **Does the RWB have specific plans to address literacy and/or low educational attainment with the adult population? If so, describe.**

WorkOne staff actively coordinates services and information with Adult Basic Education (ABE) staff in the region. Referrals are regularly exchanged and WorkOne clients are made aware of the various private and public programs in support of literacy and adult education. At least one WorkOne staff member serves on the board of the Wabash Valley Literacy Coalition and staff are in contact with the various public library programs, including the Vigo County Public Library Literacy Center. Assessments completed for dislocated workers in the region have found some lacking a high school diploma or GED. These clients are encouraged to consider ABE



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

classes and WIA staff assists them with enrollment. WorkKeys and other assessment instruments are also used to determine possible skill weaknesses of WorkOne clients. Those needing to improve skill levels are referred to remedial training with ABE and Ivy Tech. In addition, tools such as Keytrain and WIN are available at the WorkOne Center and some express sites.

- **What specific plans are in place to increase program integration within the WorkOne and with other community resources?**

The Board has been an active participant in the SHARE network planning and implementation process underway throughout the state. The local access points will provide another avenue of information to the community and allow us to reach new populations. The extensive WorkOne express network system integrates community service organizations and makes WIA services available in a multitude of locations that are easily accessible. The board will continue to support the expansion of SHARE network sites and WorkOne express sites, by providing training support, supplying information and financial support when possible. Current plans to upgrade the WorkOne website will make it more user friendly for both business and job seekers and provide a reliable source for local employment, training and career information.

- **How will the EGR coordinate rapid response activities with the workforce services for the area including coordination with statewide rapid response?**

A team approach is used to respond to dislocations and closing in the region. The local Rapid Response Team consists of the Regional Operator's Chief Operations Officer, the WIA service provider's Director of Operations, the DWD Supervisor, and the DWD Business Consultant for EGR 7. The initial response is generally coordinated by the Regional Operator. Members of the team meet with the employer and then with employees.

- **How will rapid response coordinate outreach to affected populations and coordinate orientation for those workers?**

Rapid response activities are planned and carried out at the local level in the event of dislocations of fifty or more workers. Generally, information concerning business closures or reduction in workforce is obtained by the business, the news media, or issuance of a WARN notice. The Regional Operator's Chief Operations Officer (COO) serves as the Region 7 Rapid Response Manager. The COO coordinates local responses with the Business Consultant for the Department of Workforce Development, the WIA Service Manager, and the Program Director at the local office of the Department of Workforce Development. Immediately upon notice of an event, this team will request a meeting with the management staff of the affected business in order to make officials aware of the full array of services available to the business and its workforce.



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Informational sessions, including WIA dislocated worker and UI services, will be conducted on-site at the location of the business when approved by the business. In the event this is not possible, a request will be made to the business for the names and addresses of those affected, so that they are informed of the services available to them and invited to attend a meeting, either individually or in a group, and apprised of the full array of services available to them in the WorkOne system as a dislocated worker. When appropriate, the service provider will also run ads in local newspapers informing these workers of services available to them.

- **What are the active TAA petitions for the EGR including the petition number, petition date, the company name(s), the number of affected workers and the class of workers covered by the petition? Petitions filed and pending federal review should also be listed.**

Petition #	Date	Employer	Number of Workers/Class
TAW #60501	11/20/06	AET Films, Inc., Terre Haute	61 Production Workers
TAW #57558	07/15/05	H.A. Parts Products Co. Greencastle	400 Production Workers
TAW #56681	03/04/05	Oxford Automotive, Greencastle	350 Production Workers
TAW #54557	03/22/04	SIA Burgess, Rockville	100 Production Workers
TAW #51988	06/10/03	Vishay-North American Capcitor	150 Production Workers

- **How are services for TAA participants coordinated with other services offered through the WorkOne?**

The majority of TAA participants in Region 7 are dual enrolled as WIA Dislocated Workers. DWD staff coordinate with WIA service provider staff when arranging orientation for the impacted employees. The WIA service provider staff provide TABE, CAPS & COPS assessments for the workers. DWD staff conduct the WorkKeys assessments however DWD and WIA service provider staff collaborate when assisting the workers in developing individual employment plans. Vocational Rehabilitation counselors also provide assistance to some TAA clients, as needed. Veterans' staff review the employment registrations of eligible veterans in order to assist them with potential Veteran program services. Additional supportive services are available to TAA participants from other WorkOne partners including the weatherization and energy assistance, literacy and adult education, and older worker programs.

- **What actual major dislocations (50 or more workers) exist for the area or are projected for the time period covered by this plan? Provide the company's name (optional if projected), the number of affected workers and the class of workers covered by the dislocation. These projections must be based on solid information if employers are identified.**

The only major dislocation in the region, not TAA eligible, is MI Home Products at Brazil. The firm closed in December 2006, permanently laying-off 167 production workers. There are no known major dislocations pending in the region at this time.



**Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007**

December 2006

- **How are services for these dislocated workers coordinated with other services offered through the WorkOne?**

Rapid response meetings and orientation sessions include representatives from WIA, unemployment insurance and the employment service. WorkOne partners coordinate the development of specialized workshops, depending upon the needs of the group impacted. Laid off workers are provided information concerning the region's WorkOne website, "456jobs.com", which provides regular updates on current job openings, as well as a calendar of events for services such as workshops and job fairs. Vocational rehabilitation services and older worker programs are collocated in the Terre Haute WorkOne. Information concerning worker dislocations are shared with other agencies during WorkOne partner meetings, thus improving coordination and referral of clients for other supportive services.

Youth Services

- **What percentage of the Youth allocation will be spent on in-school youth and what percent will be spent on out-of-school youth?**

A minimum of 30% of the total youth funding available is earmarked for services to out-of-school youth. This percentage is an estimate and may be adjusted up as required. It has been our experience, that out-of-school youth frequently require more supportive services for a longer period of time.

- **What recruitment strategies will be used for out-of-school youth?**

Out-of-school youth outreach and recruitment efforts will be very similar to those used for adults and dislocated workers through the following:

- Flyers, specifically targeting youth and enumerating youth specific services, are posted in diverse locations where youth or parents of youth may congregate. These have tear-offs with local office contact information.
- Television spots that target older and out-of-school youth for use on area cable systems and local television stations, as can be arranged.
- Youth staff will, as needed, engage in community affairs television interviews to promote youth recruitment.
- Sixty-second spots designed specifically for youth recruitment will run on area radio stations.

In addition to the above stated efforts, personnel from local schools, colleges, and social service agencies will be kept aware of ongoing programs and services available to youth through WIA. Parents receiving WIA or IMPACT services will also be made aware of these



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

services for their children. Additional recruitment efforts will be directed to probation departments, local housing authorities, township trustees and other agencies serving youth.

▪ **What strategies will be used to keep out-of-school youth active in the program?**

All youth receive one-on-one case management in a effort to establish a personal bond that will provide support and encouragement to the youth. A reward system for attendance, achievement and growth is also used to encourage youth to continue in the program. In addition, paid work experiences and internships have proven to be very popular with out-of-school youth as they learn while they earn. An effort is always made to reinforce the importance of lifelong learning. Partnerships such as that with the Plumbers and Fitters Local 157, provide the needed skills and important contact with adult role models.

▪ **How will the service providers coordinate with secondary schools and adult basic education programs to identify youth and to coordinate services?**

Service provider staff regularly coordinate with counselors at the various WorkOne express sites, including high schools, Clay County LEAPP Center, and with vocational education programs. They work closely with ABE staff, with WIA counselors referring clients to ABE and adult education staff sending students for WIA services. The service provider regularly presents job search classes in a number of high schools in the region. They also provide workshops for alternative high school students and participate in school “reality” fairs and stores within the region.

▪ **Provide the local definition of “deficient in basic literacy skills.”**

Deficient in basic literacy skills is defined as:

- A. computes or solves problems, reads, writes, or speaks English at or below grade level 8.9;
- B. is unable to compute or solve problems, read, write or speak English at a level necessary to function on the job, in an individual’s family or in society; or
- C. is one or more grade levels behind as determined by standardized testing.
Documentation of this barrier may include TABE scores, scores from other generally accepted standardized tests, or other tools utilized by the educational institution to measure reading and/or math skills within the last twelve months.

▪ **Provide the local definition of “requires additional assistance to complete an educational program, or to secure and hold employment.”**

The local definition of “requires additional assistance to complete an educational program, or to secure and hold employment.” includes

- Youth at risk of dropping out of school,
- Those facing serious barriers to employment (receiving Food Stamps, eligible for free lunch, or limited proficiency in English, or tests one or more grade levels below their current grade level),



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

- Youth with a limited or poor work history.
- Youth in a family where one or both parents dropped out of high school
- Youth in a family where one or both parents have been incarcerated within the past 12 month
- Youth who are currently participating, or who have participated within the past 12 months in a special education program.

Documentation of this barrier may include TABE scores, scores of generally accepted standardized tests, professions records documenting a disability which requires additional services, or statements from professions in the area of employment and training services which identify this need. Documentation shall be the most current records of said educational institution or agency.

- **Provide the local barrier that permits youth who are not low-income to receive youth services.**

Up to 5% of youth participants served by the youth program may be individuals who do not meet the income criteria, provided they are within one or more of the following categories:

- A. School dropout
- B. Basic skills deficient
- C. Are one or more grade levels below the grade level appropriate to the individuals age
- D. Pregnant or parenting
- E. Possess one or more disabilities, including a learning disability
- F. Homeless or runaway
- G. Offender
- H. Faces serious barriers to employment as identified by the local board.
 - Youth in a family where one or both parents dropped out of high school
 - Youth in a family where one or both parents have been incarcerated within the past 12 month
 - Youth who are currently participating, or who have participated within the past 12 months in a special education program.

Pilot Projects

- **What unique or pilot projects are being run by the RWB or WorkOne system in your EGR? What is the scope of the unique/pilot projects, the benefits, the expected outcomes, the evaluation methodology, the amount and source of the budget?**

Region 7 has a number of very exciting pilot projects, either underway or close to being implemented. Skills One is a unique, pre-manufacturing employment skills enhancement course. The course was designed by Ivy Tech Community College, with the direction of members of the Wabash Valley Advanced Manufacturing Cluster, who identified skills essential to successful performance in entry level positions. The program is targeted to the area's unemployed and



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

underemployed. It was identified in 2006 by the State Chamber of Commerce as a best practice to address workplace literacy. It is expected that approximately 250 individuals throughout west central Indiana will receive the Skills One certification. Ivy Tech and the manufacturing cluster are now working to develop and implement a Skills Two program. Skills Two will prepare workers for MSSC certification, and is aimed at frontline incumbent workers.

In response to the needs of area employers, Ivy Tech Community College has just begun a pilot soft skills training program under the SSI initiative. The program is aimed at incumbent workers at all levels of the workforce, and is aimed at achieving increased worker retention and productivity. The program is exclusive to Region 7, and it is planned that 100 workers will participate.

Indiana State University and Ivy Tech Community College are working in partnership to secure funding for the Automation Tek Hands-On Remote Labs Automation Curriculum. The Automation Tek system will create modules that will be applicable to workforce training nationwide, and have application for industry remote training on the operation of equipment in the manufacturing process itself.

Finally, the Wabash Valley Education Alliance and Wabash Valley Advanced Manufacturing Cluster, in partnership with the regional WorkOne system, are designing a system to improve the communication of local employment and training opportunities and activities to employers, job seekers, and educators throughout a twelve region. Through the SSI process, a need for improved local communication of these topics was identified as a top need by all.

▪ **Are there pilot projects that the RWB would like to operate? Please list.**

The RWB has interest in possibly piloting a training program to produce world class technicians. This training would be based on competency-based training. Competency-based training has emerged as a strategy to help organizations cope with filling the gap of senior technical staff who were born in the 1940s and 1950's who will be retiring over the course of the next decade. Competency-based training allows companies to carefully manage their operational investments under the forces of increasingly tough global competition. One sector that is aggressively moving toward competency-based training is the petroleum industry.

Competency-based training involves a five step process, which includes; using industry skill standards to determine competency levels, creating job profiles, assessing personal competencies, building a personal competency development program, and then tracking the delivery of competencies. Retaining the best people throughout their careers requires incentives and growth opportunities that help them reach potential and meet their expectations; competency-based training provides the structure to provide just that.



**Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007**

December 2006

Section 5 – Signature Page

We, the following, support and endorse the Region 7, Regional Workforce Board, Inc.
Workforce Investment Plan for Program Years 2006 and 2007.

Paul Mason, Chief Local Elected Official

2-20-07

Date

Ken Baker, President, Region 7 RWB

2-12-07

Date

Lisa Lee, Director, Region 7 RWB

02-12-07

Date



Region 7, Regional Workforce Board, Inc.
Local Plan – PY2006 and PY2007

December 2006

Public Comment Summary

This is optional for RWBs. The Balance of State WIB will secure public comment to meet USDOL requirements.